
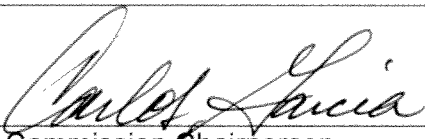


**AIKEN TECHNICAL COLLEGE
POLICY**

Policy Title:	NON-FRATERNIZATION	Policy Number:	3-3-127
Institutional Authority:	Vice President of Administrative Services		
Associated SBTCE Policy:	8-5-103		
Associated ATC Procedure:			

Approved: 
President


Commission Chairperson

Date
Adopted: 02/11/2008
Date
Revised: 10/30/2009

DISCLAIMER

PURSUANT TO SECTION 41-1-110 OF THE CODE OF LAWS OF SC, AS AMENDED, THE LANGUAGE USED IN THIS DOCUMENT DOES NOT CREATE AN EMPLOYMENT CONTRACT BETWEEN THE EMPLOYEE AND THE AGENCY.

It is the policy of Aiken Technical College to prohibit inappropriate¹ relationships between persons in inherently unequal positions to include, but not limited to: commissioners, administrators, supervisors, faculty, staff, or students that interfere² with the learning or work environment. It is possible to violate this policy even if both persons are commissioners, administrators, supervisors, faculty, staff, or students who exercise influence, authority, or control over the other employee or student. Since commissioners, administrators and faculty members hold positions of authority and have influence, control, or supervision (either directly or indirectly) over other employees and/or students, then engaging in romantic or sexual relationships may lead to claims of sexual harassment, uncomfortable working relationships, morale problems, complaints of favoritism, questions regarding academic achievement, and the appearance of impropriety.

¹ Inappropriate relationships include, but are not limited to the following: inappropriate physical touching, sexually suggestive conversation through normal and/or electronic means, and/or romantic or sexual relationships between commissioners, administrators, supervisors, faculty, staff and students.

² To interfere with the learning or work environment, conduct may include, but not limited to the following: creating real or apparent conflicts of interest, causing disruptions, creating a negative or unprofessional work environment, or presenting concerns regarding supervision, safety, security, or morale.

Employees who violate this policy will be subject to discipline, up to and including termination of employment. Any students who violate this policy will be subject to discipline as outlined in the Student Code of Conduct.

Questions regarding this policy or its implications should be directed to the Human Resources Office. Such inquiries will, to the extent possible, be treated as confidential.

Policy Review and Revisions		
Date Completed	Reviewed/Revised By	Future Review Date
10/30/2009		04/2011